

**AGREEMENT BETWEEN
THE
DEPTFORD TOWNSHIP BOARD OF EDUCATION
AND THE
DEPTFORD EDUCATION ASSOCIATION**

JULY 1, 2004 TO JUNE 30, 2007

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
I	RECOGNITION	1
II	NEGOTIATION PROCEDURE	2
III	GRIEVANCE PROCEDURE	4
IV	RIGHTS	8
V	ASSOCIATION PRIVILEGES	10
VI	WORK YEAR AND WORK DAY	12
VII	TEACHING LOAD	15
VIII	CLERICAL EMPLOYMENT	16
IX	TEACHER EMPLOYMENT	17
X	TEACHER TRANSFER, ASSIGNMENT, AND REASSIGNMENT	21
XI	CLERICAL ASSIGNMENTS, TRANSFERS AND REASSIGNMENT	24
XII	TEACHER EVALUATION	26
XIII	CLERICAL EVALUATION	27
XIV	CLERICAL LIAISON	28
XV	SICK LEAVE	29
XVI	TEACHER AND CLERICAL PERSONAL LEAVE	31
XVII	TEACHER AIDES PERSONAL LEAVE	33
XVIII	MATERNITY LEAVE	34
XIX	TEACHER PRE-RIF CONFERENCE	37
XX	INSURANCE PROTECTION	38
XXI	EDUCATIONAL IMPROVEMENT PROGRAMS	39

XXII	DEDUCTION FROM SALARY	40
XXIII	VACATIONS - 12 MONTH CLERICAL EMPLOYEES	42
XXIV	MISCELLANEOUS	45
XXV	AGREEMENT SIGNATURE PAGE	47

EXHIBIT 1 – TEACHERS’ SALARY GUIDES

EXHIBIT 2 – CLERICAL SALARIES

EXHIBIT 3 – ATHLETIC AND CO-CURRICULAR SALARIES

EXHIBIT 4 – HOURLY RATE FOR BUS AIDES AND SERVICE AIDES

ARTICLE I

RECOGNITION

A. The Deptford Township Board of Education, Deptford Township, Gloucester County, hereafter known as the Board, hereby recognizes the Deptford Education Association, hereafter known as the Association, as the exclusive representative for collective negotiation concerning the terms and conditions of employment for the following employees: all fully certified personnel under contract and employed by the Board and so assigned as an employee who teaches students directly such as classroom teacher, special area teacher, plus librarian, guidance counselors – nurse, social worker, athletic trainer, learning disability teacher consultant, teachers' aides, service aides, bus aides, bus drivers, and all employees under contract and employed by the Board and so assigned as employees who perform secretarial and clerical duties, excluding confidential secretaries.

B. The Association hereby recognizes the Board as the legal authority elected as representatives of the people and further recognizes the responsibilities of the Board and the Superintendent for the conduct and operation of the school district in compliance with New Jersey Statutes Title 18A.

ARTICLE II
NEGOTIATION PROCEDURES

A. The parties agree to enter into collective negotiations over a successor Agreement, (and they agree that this Agreement shall remain in force until such times as a new Agreement is reached in accordance with Chapter 123 Public Laws of 1974). Such negotiations shall begin not later than October 1st of the calendar year preceding the calendar year in which this Agreement expires.

B. Consistent with Chapter 123 of Public Laws of 1974, the Board shall not affect any change in policy concerning terms and conditions of employment except those so negotiated and included as part of this Agreement and contained herein.

C. The Board agrees to furnish the Association upon reasonable request, such information as will assist the Association in developing intelligent, feasible and constructive proposals on behalf of teachers, students, and the school system. This information may include a complete and accurate financial report and tentative budget for the next school year.

D. The Association agrees to furnish the Board and Superintendent upon reasonable request, research information and data, gathered by the Association, that will assist the Board and the Superintendent in the development of sound educational programs.

E. During the term of this Agreement, neither party shall be required to negotiate with respect to any matter whether or not covered by this Agreement and whether or not within the knowledge contemplation of either or both of the parties at the

time they negotiated or executed this Agreement.

F. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties. Board policy shall prevail on all matters not covered by this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance is defined as an alleged violation, misinterpretation, or misapplication of this Agreement.
2. Aggrieved is defined as the employee making the complaint.
3. Days means school attendance days.

B. Time Limits

A grievance shall be processed within the specified time limits. Time limits may be extended by mutual agreement. Any grievance not advanced from one step to the next within the time limits of that step shall be considered dropped.

C. Record Keeping

Documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

D. Representation

The aggrieved may be represented at all stages of the grievance procedure by himself or at his option by a representative. When the aggrieved is not represented by the Association, the Association shall have the right to be present as observer. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their representatives and counsel.

E. Procedure

1. Level I - Step A - Informal. No grievance shall be accepted unless it is raised within ten (10) days of the time when it first occurred. Within said ten (10) day period, the aggrieved

shall first discuss the grievance with his/her immediate supervisor and/or principal directly with the objective of resolving the matter informally.

Step B. If the aggrieved person is not satisfied with the disposition of his/her grievance after informal discussion or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she may file the grievance with his/her immediate supervisor and/or principal within ten (10) school days of receipt of principal's answer. The grievance shall be stated in writing and signed by the aggrieved.

The "Statement of Grievance" shall name the individual employee or employees involved, shall state the facts giving rise to the grievance, shall identify the alleged infraction of this Agreement, shall state the contention of the employee with respect to the alleged infraction and shall indicate the specific relief sought.

2. Level II – If the aggrieved is not satisfied with the disposition of his/her grievance at Level I or if no decision has been rendered within five (5) school days after presentation of the grievance, he may within ten (10) school days of principal's answer file the grievance in writing with the Superintendent of Schools. At the same time, a copy of the grievance shall be given to the principal involved. The Superintendent or his designee shall give the aggrieved an answer in writing no later than ten (10) school days after receipt of written grievance. The decision may be announced to the parties concerned.

3. Level III - If the aggrieved person is not satisfied with the disposition of his/her grievance at Level II, or if no decision has been rendered within ten (10) school days after presentation of the grievance to the Superintendent, the aggrieved person may within ten (10) school days file the grievance in writing with the Board of Education.

The aggrieved person shall be granted a hearing with the Board of Education within ten (10) school days of the receipt of the written grievance. The Board shall give the aggrieved person an answer in writing within five (5) school days of the date of the hearing.

a. The Board's answer regarding grievances relating to full-time and hourly aides shall be final and binding upon said aides and upon the Deptford Education Association.

4. Level IV – In the event that the grievance shall not have been disposed of at Level III, the aggrieved may within thirty (30) school days after the Board's decision refer the unsettled grievance to arbitration.

- a. In the case of teacher grievances, the Arbitrator's decision shall be binding.
- b. In the case of clerical grievances, the Arbitrator's decision shall be advisory (non-binding).

F. Arbitration

The Arbitrator shall be selected within thirty (30) days following the request of either party to the other, under the rules and procedures of the American Arbitration Association.

The Arbitrator shall be limited solely to making determinations in cases of alleged violations of the specific article and sections of this Agreement.

The Arbitrator shall have the authority to confer separately or jointly with the Board, Superintendent, and the Association or to use any other source of information.

The Arbitrator shall make determinations for resolution within thirty (30) days. The determinations shall be submitted to both parties, the Board and the Association.

The Board and the Association shall implement the decision of the Arbitrator.

The Arbitrator's decision, after twenty (20) days may be made public by either party, the Board or the Association.

G. Costs

The cost and expense incurred in securing and utilizing the services of the Arbitrator shall be the shared responsibility of the parties engaging his services.

H. No reprisals shall be taken against any participant by reason of participation.

I. The following matters shall not be arbitrable:

1. The failure or refusal of the Board to renew a contract of a non-tenure employee.
2. Matters where a method of review is prescribed by law or by any rule, regulation of the State Commissioner of Education or the State Board of Education.
3. Matters where the Board is without authority to act.
4. Matters involving the statutory or discretionary powers of the Board.

ARTICLE IV

RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under New Jersey School Laws/ the laws of New Jersey.

B. No employee shall be disciplined without just cause.

C. Nothing contained herein shall be construed to deny the Board or Superintendent their rights at any time to call a meeting of the educational staff to present its position in any matter that in its judgment may affect the education program.

D. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with the applicable laws and regulations (a) to direct employees of the school district, (b) to hire, promote, transfer, assign, and retain employees in position in the school district and for just cause to suspend, to demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duty because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are conducted and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

E. The Board of Education shall endeavor to insure safe working conditions. In the event of disorder or disruption in the regular school program, teacher representatives of the Association shall have the right to meet with the school administrators as direct representatives of the Board of Education.

F. The Board shall reimburse teachers for the reasonable cost of any clothing or personal property damaged or destroyed as a result of student assault while the teacher was acting in discharge of duties within the scope of his/her employment.

ARTICLE V

ASSOCIATION PRIVILEGES

A. The Association or its named representatives shall be privileged to transact official Association business on property at reasonable times, provided that this shall not interfere with or interrupt any individual assignment or the normal operation of the school.

B. The Association or its named representative shall be privileged to process school-building use applications for unit activities.

C. The Association shall be privileged the exclusive use of a bulletin board for teachers in each school building in addition to space on the bulletin board of the central office where one is in existence. The location of the Association bulletin board may be designated by the Association president so long as it does not interfere with the orderliness of the area.

D. The Association shall be given one (1) hour during teacher orientation to conduct official Association business. The Association shall be notified of the times prior to the opening of school.

E. In the event that the Association wishes to use school buildings for matters relating to the clerical portion of the Unit, requests therefore shall be submitted to the Superintendent forty-eight (48) hours in advance. The request shall not be granted for meetings which are for the purpose of discussing or planning action which would be adverse to the interests of the Board.

F. The Association may request on behalf of the clerical portion of the Unit the use of school equipment including computers, calculating machines, copy machines, other duplicating equipment, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall

pay for the reasonable cost of all materials and supplies incident to such use as well as the cost of any repairs made necessary from such use. Such use may not be for the purpose of preparing materials adverse to the interests of the Board.

G. The Association shall have the right to use the inter-school mail facilities and school mail boxes in regard to clerical employees.

H. Representatives of the Association and/or N.J.E.A. must, on coming upon the Board's premises, notify the Superintendent and advise of the purpose of the visit. No visitation shall interfere with or interrupt normal school operations. (This procedure refers to clerical employees.)

ARTICLE VI

WORK YEAR AND WORK DAY

A. The school calendar shall be as set forth by the Board.

B. Teachers and Teacher Aides

1. School Day - The teacher's and teacher aide's school day shall be defined as: seven (7) hours and fifteen (15) minutes maximum.

a. Employees shall sign in and sign out in the office of the building principal upon entering and leaving the premises within the prescribed school hours.

b. In the event that the State imposes an increase in the minimum number of hours necessary for a full school day, the Board shall have no duty to negotiate over the impact thereof unless the increase results in lengthening the teachers' work day beyond their contracted work day. In such an event, the Board shall have a duty to negotiate over that impact.

2. School Week - The school week shall consist of five (5) full working days, Monday through Friday inclusive, except where legal holidays and vacation periods are included in the school calendar.

3. Teacher Work Year - The teacher work year shall be as follows:
188 days; at least two days shall be used for professional development.

The teacher work year includes the two (2) New Jersey Education Association Convention days. The school year shall be ten (10) calendar months for professional employees who hold a ten (10) month contract.

4. The parties recognize that some of the duties of professional employees may extend beyond the defined school day. These duties during the school year are in excess of assignments for which extra compensation is paid. These hours may be spent on the school premises, in charge of pupil activities, or other approved activities. They may also include attendance at PTA meetings, service on curriculum and other committees, and such items as chaperoning of social and athletic events and working with individual pupils.

5. Employees shall be entitled to a duty free lunch period as prescribed in the Agreement, Article 7, forty (40) minutes secondary, forty-five (45) minutes elementary.

6. Effective September 1, 1996, the District shall schedule five (5) state required one-session days (4 hours) in the elementary schools within the existing work year. The remaining time each day shall be utilized to schedule parent-teacher conferences.

C. Clerical Employees

1. The work day shall be seven hours and fifteen minutes (7-1/4) per day exclusive of lunch. School building assignments shall be covered by secretarial and/or clerk services no less than one-half (1/2) hour before the official opening of school and one (1) hour beyond the close of the school day. District offices (Office of the Superintendent, Business Office, Curriculum Office, Special Services) shall be covered by secretarial and/or clerical services from 8:15 a.m. to 4:30 p.m. daily with a staggered lunch period of one (1) hour. Schools on double session or extended day shall be covered 1/2 hour before sessions and one hour after the close of said school session but in no case

shall the secretarial day be shorter than seven (7) hours and fifteen (15) minutes exclusive of lunch. All lunch periods in double or extended sessions will be one hour.

2. Excess of forty (40) hours per week exclusive of lunch-time shall be compensated at the rate of time-and-one-half (1-1/2) per hourly rate.

3. Work week – The work week shall consist of five full working days, Monday through Friday, inclusive, except where legal holidays and vacation periods are included in the work calendar.

4. Work year – The work year shall be: **Ten Month Contract** – September 1 to June 30 – 204 days; **Twelve Month Contract** – July 1 to June 30 – 247 days, exclusive of legal holidays and any other days designated by the Board of Education prescribed work calendar.

5. Summer work hours shall be determined by the Superintendent each year.

ARTICLE VII

TEACHING LOAD

A. The administration shall, whenever possible, minimize additional responsibilities to the normal teaching assignments.

B. Lunch Period

1. Teachers in the self-contained program shall receive a duty-free lunch period of forty-five (45) minutes minimum.

2. Teachers in the departmentalized program shall receive a duty-free lunch period of forty (40) minutes minimum.

C. Preparation Time

1. Classroom teachers in the self-contained program shall receive one hundred and twenty (120) minutes preparation time per week in the form of four (4) periods of thirty (30) minutes to be assigned on individual days.

a. The elementary specialists (art, music, physical education, and librarian) shall receive four (4) thirty (30) minute preparation periods per week if it is administratively feasible.

2. Teachers in the departmentalized program shall receive one forty (40) minute preparation period per day.

3. A hearing may be requested by any teacher with the principal and the Superintendent in reference to teaching load.

4. Any departmentalized staff member with more than three (3) preparations per day shall receive one (1) additional preparation period per day.

ARTICLE VIII

CLERICAL EMPLOYMENT

A. The best qualified shall be given full consideration. Job openings shall be posted in all district buildings and a copy to the Association President. The Board shall act upon the recommendation of the Superintendent, and its determination shall be final and not subject to the grievance procedure.

B. For the purposes of this procedure, seniority is defined as the length of service, township-wide, from the last date of hire. Employees who were hired on the same date will be carried on the seniority list alphabetically by last name. However, in the event of a RIF, a determination of who is retained shall be by skill and ability.

C. Notice of each clerical-secretarial position opening will be posted for a period of five (5) working days.

D. Employees who wish to apply for open positions should contact the Superintendent's Office in writing during the five (5) day posting period. All applications must be in writing. The best qualified shall be given full consideration.

E. Each applicant will be notified by the Superintendent of the status of the position.

F. Initial salary on the secretarial guide for new employees shall be determined by the superintendent and agreed upon by the employee. Thereafter, salaries will be paid in accordance with the agreed upon negotiated amount.

G. Nothing herein shall be construed to prohibit the Board from filling vacancies from outside of the bargaining unit.

ARTICLE IX

TEACHER EMPLOYMENT

A. The best qualified shall be given full consideration. Certification requirements shall be made known to all applicants for professional positions. The Board shall act upon the recommendation of the Superintendent.

1. Agreement as to initial salary - whenever a person shall hereafter accept office, position or employment as a member of the Deptford Township Public School District, his/her initial place on the salary schedule shall be at such point as may be agreed upon by the employee and the Deptford Township Board of Education.

2. Academic Year shall mean the period between the opening day of school in Deptford Township after the general summer vacation, or ten (10) days thereafter, and the next succeeding summer vacations.

3. Years of Employment shall mean employment as a fully certified teacher for one academic year in any publicly owned and operated college, school or other institution of learning for one (1) academic year in this or any other state or territory of the United States.

4. Credit for Military Service - Every member who, after July 1, 1949, has served or hereafter shall serve, in the active military or naval service, in the Women's Army Corps, the Women's Reserve of the Naval Reserve, or any similar organization authorized by the United States to serve with the Army or Navy, in time of war or an emergency, or for or during any period of training, or pursuant to or in connection with the operation of any system of selective service, shall be entitled to receive equivalent years of employment credit for such service as if he had been employed for the same period of time in some publicly owned and

operated college, school or institution of learning in this or any other state or territory of the United States, except that the period of such service shall not be credited toward more than four (4) employment or adjustment increments.

5. Upon recommendation of the Superintendent, the Board may withhold, for inefficiency or other good cause, any increment of any employee in any year. It shall be the duty of the Board to give written notice of such action, together with the reasons therefor, to the employee concerned. Within ten (10) days of receiving the written notice, the employee may appeal, in writing, to the Board, the recommendation of the Superintendent to withhold such increment.

Such denied increment may be granted in succeeding years, non-retroactive, upon the recommendation of the Superintendent provided all deficiencies have been removed.

B. Salary Guide - The salary guides for teachers covered by this Agreement shall be as set forth in the attended teachers' salary schedules.

1. There shall be no horizontal move on the teachers' salary schedules in regard to any course credits beyond the bachelors or masters degrees except for graduate school course credits obtained after said degree has been conferred. The graduate school course credits must have been obtained from a recognized college or university and taken at facilities maintained by that college or university. The courses must be in the field of education and must be taken in connection with a predetermined objective which is designed to improve the teacher's skills and enhance the teacher's value to the school district. Exceptions may be granted by the Superintendent for employees working toward additional certification.

2. A teacher shall be credited for salary increment purposes as follows:

60 days or less - no credit

61 to 140 days - one-half (1/2) credit

141 or more days - full credit

This is based upon 188 work days. Paid time off shall count as days worked.

3. Effective July 1, 1996, the salary increment arbitration cases will no longer control eligibility for salary increment credit. Therefore, anyone beginning a leave of absence after that date will get such credit based upon step placement and not years of service.

C. Continuous Employment – An additional salary increment of two hundred (200) dollars will be granted on the 4th, 8th, 12th, 16th years etc. for continuous service in the district.

1. Clerical employees will be paid a longevity payment of \$200 starting after ten years of service; \$200 starting after 15 years of service; \$250 starting after 20 years of service and \$300 starting after 25 years of service for a cumulative maximum of nine hundred fifty (\$950) dollars.

D. Supplemental Salary Guide – Guidance counselors, speech correctionists, reading, and special education teachers:

<u>YEARS</u>	<u>SALARY</u>
1 st year	\$200
2 nd year	\$300
3 rd year	\$400

This provision shall not apply to employees on or after July 1, 1987, except that those who received pay hereunder as of June 30, 1987, shall continue to receive such pay so long as they remain working in one of the categories set forth.

E. Department Heads/Team Leaders

1. All department heads and team leaders shall be paid a stipend as follows:

<u>YEAR</u>	<u>STIPEND</u>
2004-2005	\$1100
2005-2006	\$1200
2006-2007	\$1300

2. A job description for all department heads and team leaders shall be submitted to department heads by the opening of school.

F. Full-time Classroom Aides

The per diem rate for full-time classroom aides shall be as follows:

2004-2005	\$121.00
2005-2006	\$127.00
2006-2007	\$133.00

G. Co-Curricular Activities

1. Establishment of an activity with extra compensation and number of personnel assigned shall be determined by the Board of Education. Co-curricular salaries shall be as set forth in the attached salary schedules.

2. Any employee who does not substantially complete his/her co-curricular assignment shall have the salary therefore reduced proportionately. In the event that the remainder of that assignment is completed by another employee in a demonstrable way, that employee shall be paid the difference between the amount paid to the first employee and the salary set forth in the Co-Curricular Salary Guide.

H. Termination Notice – Each tenured and non-tenure contract shall contain a 60-day notice of termination clause as well as a provision that the Board has the right to waive such clause.

ARTICLE X

TEACHER TRANSFER, ASSIGNMENT AND REASSIGNMENT

A. Definitions:

Transfer is defined as a change from one building to another with a possible change of assignment.

Assignment is defined as –

In elementary – a grade level

In secondary – a certified subject area at a specified level

Vacancy and/or new position is defined as an unoccupied position which requires additional certification beyond a standard teacher's certificate and would result in an increase in salary for a currently employed teacher.

B. Teacher Initiated Transfer – The teacher shall submit his/her request for transfer for the succeeding year to the Superintendent of Schools, in writing, by February 1. This request shall include the transfer desired and the reasons for the request. Such requests represent consent to transfer and may be acted upon without further consultation with the teacher. The Superintendent shall implement his/her action.

C. Administration Initiated Transfer – The Superintendent shall notify the teacher whose transfer is pending. The teacher shall be provided the opportunity of discussing the pending transfer and any objections shall be duly considered. The Superintendent shall implement his/her decision.

D. Teacher Initiated Reassignment – The teacher shall submit his/her request for reassignment for the succeeding year to the building principal, in writing, by February 1. This request shall include the assignment desired and the reasons for the request. Such requests represent consent to reassignment and may be acted upon without further con-

sultation with the teacher. The principal, subject to ratification by the Superintendent, shall implement his/her decision.

E. Administration Initiated Reassignment – The principal shall notify the teacher whose reassignment is pending. The teacher shall be provided the opportunity of discussing the pending reassignment and any objections shall be duly considered. The principal, subject to ratification by the Superintendent, shall implement his/her decision.

F. Transfer and/or reassignment shall be restricted normally to the opening date of school or it may be made at other times when deemed necessary by the Superintendent. Seniority shall be one of the factors considered in evaluating a request for transfer and/or reassignment. An exchange of two teacher assignments within a building, at the request of the teachers involved who hold comparable certification may be permitted at the discretion of the principal. An exchange of two teachers, involving transfer, at the request of the teachers involved, who hold comparable certification, may be permitted at the discretion of the Superintendent. Requests for transfer and/or reassignment shall be renewed annually.

G. Vacancies and/or new positions as defined in this Article shall be announced by posting in the schools as a vacancy or new position occurs. Vacancies created by teacher reassignment need not be posted. Applications shall be made in writing to the Superintendent of Schools.

H. Twice each year, once in May and once in June, a list of known unoccupied assignments which continue to remain in effect for the following school year shall be established. Copies of said lists shall be sent to the President of the

Association who may post them in each school building. In addition, copies may be posted by each building principal in the office.

I. Tentative School Designation - Tentative school building designations shall be indicated in addition to elementary grade level and/or secondary certified subject area with the issuance of salary statements and/or contracts on or before April 30th if administratively feasible, provided a completed Agreement has been reached for the succeeding year. Employees shall return contracts on or before May 15th.

ARTICLE XI

CLERICAL ASSIGNMENTS, TRANSFERS, AND REASSIGNMENT

A. Transfer of personnel shall take place at the request of the employee or by the chief administrator when it is in the best interest of the children and the school system.

B. Employee Initiated Transfer. The employee shall submit his/her request for transfer to the Superintendent of Schools in writing by February 28th. This request shall include the placement desired and the reasons for the request.

The Superintendent of Schools shall notify the principals and supervisors concerned with the transfer and they in turn shall interview the employee initiating the request.

After consulting with principals and supervisors concerned, the Superintendent shall notify the employee concerning the decision made.

C. Administration Initiated Transfers. After consultation with the principals and supervisors concerned, the Superintendent shall notify the employee whose transfer is pending. The employee shall be provided the opportunity of discussing the pending transfer and any objections shall be duly considered.

After the completion of the consultation, the Superintendent shall notify the employee as to the decision of the transfer.

D. Fair Employment Procedures.

1. Employees shall not be reduced in compensation without just cause.
2. Non-renewal of non-tenured employees shall not be subject to the grievance procedure and the Board retains all rights in regard thereto. Such an employee may request reasons in writing for the non-renewal within fifteen (15) days after

receiving notice thereof. The reasons shall be supplied within fifteen (15) days after request.

Within fifteen(15) days after receipt of the reason, the employee may request an informal hearing before the Board concerning said reasons. Said hearing to be held within thirty (30) days after receipt of the request therefor.

ARTICLE XII

TEACHER EVALUATION

A. Principals shall keep employees informed as to whether or not the kind of service they are rendering is satisfactory in terms of the standards of the school district. Written evaluation reports are to be sent to the employees by the principals with copies forwarded to the Superintendent.

B. Written narrative evaluations shall be given to the employee for his/her signature and comments prior to submission of the reports to the Superintendent. These evaluations shall include suggestions for improvement.

C. The use of audio system for observing teacher performance, if necessary, shall be used only with the teacher's knowledge.

D. Upon prior written notice, employees shall be permitted to examine evaluation reports in their personnel folder as maintained in the office of the Superintendent in the presence of an administrator.

E. A teacher shall, upon written request to the Superintendent, be granted a teacher observation made by an additional administrator to be assigned by the office of the Superintendent.

F. All non-tenure teachers shall be evaluated three times per year. Suggested schedule is: November, January and March but not less than two evaluations prior to February.

ARTICLE XIII

CLERICAL EVALUATION

A. Administrators, supervisors and directors shall keep employees informed as to whether or not the kind of service they are rendering is satisfactory in terms of the standards of the school district. Written evaluation reports are to be sent to the employees by the supervisors with copies forwarded to the Superintendent.

B. Evaluation reports shall include strengths, weaknesses, and specific suggestions for improvement.

C. Written evaluation shall be given to the employee for his/her signature and comments prior to submission of the reports to the Superintendent.

ARTICLE XIV

CLERICAL LIAISON

A. The Association representative may meet with the Superintendent at least once every calendar quarter during the school year to review and discuss current problems and practices of mutual interest and the administration of this Agreement insofar as the clerical portion of the Unit is concerned. Neither the Superintendent nor the Board shall be required to engage in collective negotiations during these meetings.

ARTICLE XV

SICK LEAVE

A. Definition of Sick Leave - Sick leave is hereby defined to mean the absence from duty of any person because of physical disability, illness or injury, or quarantine or exclusion from school by medical authorities.

B. Sick Leave Allowable - All persons who are steadily employed full time by the Board of Education shall be allowed sick leave with full pay as follows:

10 month term - 10 days;

11 month term - 11 days;

12 month term - 12 days.

C. Accumulated Sick Leave - Allowable sick leave not utilized in any year shall be cumulative to be used for additional sick leave in subsequent years. Sick leave for new employees shall be prorated for the first year of employment based upon the date of hire.

D. Physician's Certificate Required for Sick Leave - A physician's certificate may be required by the Superintendent when it appears that there has been an abuse of sick leave or excessive absences on the part of an employee. The Superintendent or his designee will counsel with the employee prior to requiring a physician's certificate for future absences.

E. Workers' Compensation - Workers' compensation awards shall be deducted from the regular salary of the employee for the days absence covered by Workers' Compensation Act. The time lost from employment under the Workers' Compensation Act shall not be deducted from days permitted for regular sick leave allowance.

F. Sick Leave Sell Back - A teacher's unused sick leave at the time of retirement under the teachers' pension program shall be sold back to the Board providing that the retiring employee has at least fifteen (15) years of

service in the Deptford Township School District. The rate of such sell-back for each day of accumulated sick leave shall be as follows:

2004-2005	\$70/day
2005-2006	\$70/day
2006-2007	\$70/day

Failure of a teacher to notify the Board of his/her retirement by October 1st preceding the date of retirement will result in forfeiture of payment in the absence of extenuating circumstances.

G. Clerical Sick Leave Sell Back - A clerical employee's unused sick leave at the time of retirement under the Public Employees Retirement System (PERS) shall be sold back to the Board as follows provided the retiring employee has at least fifteen (15) years of service in the Deptford Township School District:

2004-2005	\$60/day
2005-2006	\$60/day
2006-2007	\$60/day

Notice of retirement shall be given by the clerical employee to the Board by October 1st in the school year in which he/she is retiring. Payment shall be in the month of July following retirement.

Failure of a clerical employee to notify the Board of his/her retirement by October 1st aforesaid will delay payment to him/her until the month of July following the July in which he/she otherwise would have received payment.

ARTICLE XVI

TEACHER AND CLERICAL PERSONAL LEAVE

A. The Board of Education upon recommendation of the Superintendent of Schools shall grant a total of ten (10) days leave per school year (not to be accumulated) to any regularly employed person for the following emergencies or conditions:

1. Death in immediate family – up to five (5) days (immediate family – mother, father, mother-in-law, father-in-law, children, husband, wife, brother, sister, or any relative who has lived within the same household for a period of over two (2) years).
 - a. All employees covered under this Agreement shall be eligible for two (2) days bereavement leave for the death of a grandparent.
2. Personal leave – up to three (3) days (legal, household, family, business). Personal business – business that cannot be conducted outside the normal work day. Four (4) working days notice shall be given except in approved emergency.
 - a. Any unused personal leave days, not to exceed three (3) days in a given school year, shall be accumulated as sick days under Article XV and shall be deemed to be in addition to the accumulated sick leave days referred to in the said Article XV.
 - b. Employees shall not be granted personal leave days on a day immediately before or after a holiday, vacation period or during the first or last week of the school year.
 - c. The unused personal day for aides may be carried over to the next school year as a sick day.

3. The Superintendent of Schools may grant additional personal leave without pay.

4. Paternity leave – one (1) day – birth of a child.

5. Visitation leave – one (1) day per year may be granted by the Superintendent of Schools to any personnel for school visitation and observation in other school systems. In each case a written report shall be submitted to the principal who will forward it to the Superintendent. Arrangements for such visitations shall be made by the building principal, with the approval of the Superintendent.

B. In the event all sick leave days have been used, five (5) days herein specified in A. 2, 3, 4 and 5 may be granted as sick leave days not to be accumulated.

ARTICLE XVII
TEACHER AIDS PERSONAL LEAVE

- A. Teacher aides shall be entitled to one (1) personal leave day per year.
- B. All aides shall be entitled to five (5) bereavement days for death in the immediate family as described in Article XVI A-1.
- C. All employees covered under this Agreement shall be eligible for two (2) days bereavement leave for the death of a grandparent.

ARTICLE XVIII

MATERNITY LEAVE

A. All employees mentioned in the recognition of this contract shall be eligible for any and all benefits related to child bearing (disability leave) and child-rearing leaves as prescribed by Federal and State laws as well as those benefits described in the contract herein.

B. Those employees meeting the eligibility requirements of leaves covered under the Federal Medical Leave Act (FMLA) and New Jersey Family Leave Act (NJFLA) shall receive those benefits in accordance with the above mentioned laws.

C. The use of accumulated sick days during maternity leave will be allowed in accordance with state statute (N.J.S.A. 18A:30-1 et seq.). Employees without accumulated sick days will be granted unpaid leaves according to the following terms:

1. Tenured teachers – shall have the right to request and receive an unpaid leave of absence with the return to work being only the first teacher work day in September, to be within a period not to exceed the end of the school year following the school year in which the leave was granted. (This shall be interpreted in accordance with the bargaining history regarding the maximum period of time during which the teacher may be on leave.)

2. Non-tenured teachers – shall have the right to request an unpaid leave of absence for the remainder of the school year in which the leave is requested and such leave shall not extend beyond the end of the teacher's contract for the school year in

which the leave is granted (the year in which maternity leave is granted shall not count toward fulfillment of the time requirements for acquiring tenure.)

3. Support staff mentioned in the recognition will receive maternity leave as prescribed by Federal and State law.

D. Request for maternity leave shall be made by all employees before the end of the fourth (4th) month of pregnancy. Leave shall begin as recommended by the employee's personal physician. A teacher may return to work after the birth of a child upon presentation of a medical certificate from the teacher's personal physician stating that she is capable of performing her duties. If a teacher decides not to return, she shall notify the Superintendent by giving notice of resignation at least ninety (90) days before the leave expires on June 30th.

E. Teachers granted maternity leave beyond the provisions of applicable Federal and State laws shall, upon request, be reassigned to the same grade and/or subject area, whenever possible.

F. Tenured teachers adopting an infant child shall be eligible for child rearing leave in accordance with the NJFLA. As well as being eligible to receive an unpaid leave as referred to above for Tenured Teachers. This leave shall commence upon receiving de facto custody of said infant, or earlier if necessary, to fulfill the requirements for the adoption.

G. If any provisions of this article are contrary to law, such provisions shall not be deemed valid except to the extent permitted by law.

ARTICLE XIX

TEACHER PRE-RIF CONFERENCE

- A. Subject to N.J.S.A. 18A:28-9, the Superintendent shall notify the Association of any pending reduction in force within a reasonable time prior to such action and shall meet to discuss the situation.**
- B. The Board's determination shall not be subject to the grievance procedure.**

ARTICLE XX

INSURANCE PROTECTION

A. The Board of Education shall adopt a health insurance plan providing the following:

1. Blue Cross/Blue Shield Blue Select Plan and Blue Cross Direct Access Plan:
Blue Cross prescription plan shall be ten (10) dollars co-pay for generic drugs, twenty (20) dollars co-pay for preferred brand, and thirty (30) dollars co-pay for non-preferred brand drugs.
2. Enrollment shall be optional.
3. Effective July 1, 2004, employees currently enrolled in the Blue Cross Direct Access Plan shall remain in that plan. All new employees shall be enrolled in the Blue Cross Direct Access Plan.

B. Payment of the premiums of the health insurance plan shall be 96.8% by the Board and 3.2% by the employee through payroll deductions.

C. The Board shall not be obligated to pay premiums for any employee during the time the employee is on an unpaid leave of absence except as may be required by the New Jersey Family Leave Law. However, where not so required, the employee may elect to maintain his/her coverage in effect at his/her own expense during the course of the unpaid leave of absence by making arrangements for reimbursement of premiums paid by the Board.

D. A dental plan providing single coverage for the employee shall be put into effect. The Board shall pay up to, but not in excess of, the sum of \$535 per year per employee effective July 1, 2004 for the remainder of the term of this Agreement.

E. Employees may purchase dependent coverage at their own expense.

F. All insurance coverage is by the approved Board/Association vendor.

ARTICLE XXI

EDUCATIONAL IMPROVEMENT PROGRAMS

A. Teachers

1. The Board agrees to pay \$1000 per year for 2004-2005, \$1100 per year for 2005-2006, and \$1200 per year for 2006-2007 toward tuition and other expenses, excluding travel, incurred in connection with graduate course work in the field of education taken at a recognized college or university, prior approval of the Superintendent of Schools being required. Exceptions may be granted by the Superintendent for employees working toward additional certification.

2. Requests for reimbursement must be submitted on or before October 1st for approved work taken in the preceding school year. Said request must include appropriate supporting documents as required by the Board's form.

B. Clerical Employees

1. The Board agrees to pay \$400 per year for 2004-2005, \$500 per year for 2005-2006, and \$600 per year for 2006-2007 toward tuition and other expenses incurred in connection with course work taken in a recognized program with prior approval of the Superintendent of Schools.

2. Verification of expenses and tuition shall be submitted for payment upon successful completion of the course.

ARTICLE XXII

DEDUCTION FROM SALARY

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees dues for the Deptford Education Association, the New Jersey Education or the National Education Association or any one or any combination of such Associations as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N. J. Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with current records of any person as may from time to time be designated by the Deptford Education Association, shall be forwarded to the Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

2. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. Local, State and National Services

The Board agrees to deduct from employees' salaries money for local, state and/or national association services and programs as said employees individually

and voluntarily authorize the Board to deduct and to transmit the monies promptly to such Association or Associations. Any employee may have such deductions discontinued at any time upon sixty (60) days' written notice to the Board and the appropriate Association.

ARTICLE XXIII

VACATIONS – 12 MONTH CLERICAL EMPLOYEES

A. The Deptford Township Board of Education believes vacations away from daily employment are necessary for good mental and physical health of employees.

B. The Board also believes in rewarding employees who serve faithfully for long periods of time.

C. The purpose of this policy is to make it possible for employees of the school system to be relieved of responsibilities for a period of time each year without loss of compensation.

D. Persons employed between July 1 and September 1 of a given year, will be granted two weeks of paid vacation after June 30 of the following year.

E. Persons employed between September 2 and February 1 will be granted one week of paid vacation after June 30 of the following year.

F. Persons employed in:

February will receive 4 days of paid vacation after June 30 of the following year.

March will receive 3 days of paid vacation after June 30 of the following year.

April will receive 2 days of paid vacation after June 30 of the following year.

May will receive 1 day of paid vacation after June 30 of the following year.

G. Persons who have completed from five to nine years of continuous service to the district will be granted three weeks of paid vacation per year.

H. Persons who have completed ten (10) or more years of continuous service to the district will be granted four weeks of paid vacation per year.

I. A year of service credit will be granted for each twelve (12) months of contracted service rendered beginning on or before September 1 and ending June 10.

J. A full year of service will be granted for every ten (10) months of service to the district when the employee is reassigned to a twelve (12) month position. (This applies to persons who begin employment in the district on a ten month contract but are later employed for a twelve month contract.)

K. Vacation time accrued to the date of termination of employment will be determined by years of service, and prorated according to the length of time employed on the current contract year. (Example: If a person who is eligible for two weeks vacation annually elects to terminate employment after six months of a contract year, he/she will be granted a one week vacation prior to termination of services.)

L. Vacations will be granted only at times of the year when they will not interfere with the normal operation of the school.

M. The Board may, from time to time, have employees provide advance information concerning the tentative time of taking vacations. Subject to this and paragraph L above, requests for vacation must be submitted to the employee's immediate supervisor at least two (2) weeks in advance.

N. A maximum of one (1) week of vacation may be carried into the following year upon written request.

O. Vacation requests from September 1 to June 15 will be normally limited to one (1) week in length. However, under unusual circumstances, additional time may be granted.

P. Requests for vacations must be made out on the appropriate form. A signed photocopy will be returned to the employee as soon as a decision can be made.

Q. All vacations are subject to the final approval of the Superintendent of Schools.

ARTICLE XXIV

MISCELLANEOUS

A. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

B. Any individual contract between the Board and an individual employee, heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlled.

C. There shall be no discrimination in practices and procedures of the school system policies in hiring, training, assignments, promotions, transfer or discipline of employees on basis of race, creed, color, religion, national origin, sex, age, domicile, marital status, or any Association activities.

D. Any employee or employee group shall communicate through the proper channels of authority. When the matter requires Board action it shall be directed through proper channels to the Board of Education.

E. It is agreed by both parties that the negotiations will be conducted without the use of pressure tactics. The parties also agree, during the period of negotiations, that the only publicity accorded the negotiations by the parties will consist of a joint press

release or, in the event the parties are unable to agree upon wording, a joint press release stating that "no progress has been made".-

F. It is understood by all parties that under the ruling of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

G. The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

H. If the legislature or courts of New Jersey authorize strikes by public employees, there shall be no strikes or other concerted activities during the term of the Agreement.

I. Whenever any notice is required to be given by either party of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so in writing with signed receipt of delivery, at the following addresses:

A. If by the Association to the Board:

Blackwood Terrace School
Deptford, NJ 08096

B. If by the Board to the Association:

The school building where the President of
the Association is assigned.

ARTICLE XXV

AGREEMENT

IT IS AGREED between the BOARD OF EDUCATION OF DEPTFORD TOWNSHP in the County of Gloucester, party of the first part, and the DEPTFORD EDUCATION ASSOCIATION, party of the second part, that this Agreement shall become effective as of July 1, 2004, and shall continue in effect until June 30, 2007.

Resolution of Adoption by the Board of Education June 15, 2004.

Deptford Township Board President: Alex R. Fowler
Deptford Township Education Association President: Patrick R. Manchester

Attested:

Kenneth L. Kline Board of Education Secretary
James Jameson Deptford Township Education Association Chairperson

TEACHERS SALARIES

SALARY GUIDE 2004-05

STEP	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	DOC
1	\$41,000	\$41,700	\$42,000	\$42,950	\$43,350	\$43,850	\$44,850
2	\$41,200	\$41,900	\$42,200	\$43,150	\$43,550	\$44,050	\$45,050
3	\$41,400	\$42,100	\$42,400	\$43,350	\$43,750	\$44,250	\$45,250
4	\$41,600	\$42,300	\$42,600	\$43,550	\$43,950	\$44,450	\$45,450
5	\$41,800	\$42,500	\$42,800	\$43,750	\$44,150	\$44,650	\$45,650
6	\$42,000	\$42,700	\$43,000	\$43,950	\$44,350	\$44,850	\$45,850
7	\$42,800	\$43,500	\$43,800	\$44,750	\$45,150	\$45,650	\$46,650
8	\$43,800	\$44,500	\$44,800	\$45,750	\$46,150	\$46,650	\$47,650
9	\$44,800	\$45,500	\$45,800	\$46,750	\$47,150	\$47,650	\$48,650
10	\$45,800	\$46,500	\$46,800	\$47,750	\$48,150	\$48,650	\$49,650
11	\$47,000	\$47,700	\$48,000	\$48,950	\$49,350	\$49,850	\$50,850
12	\$50,000	\$50,700	\$51,000	\$51,950	\$52,350	\$52,850	\$53,850
13	\$54,500	\$55,200	\$55,500	\$56,450	\$56,850	\$57,350	\$58,350
14	\$59,000	\$59,700	\$60,000	\$60,950	\$61,350	\$61,850	\$62,850
15	\$64,000	\$64,700	\$65,000	\$65,950	\$66,350	\$66,850	\$67,850
16	\$70,000	\$70,700	\$71,000	\$71,950	\$72,350	\$72,850	\$73,850

SALARY GUIDE 2005-06

STEP	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	DOC
1	\$42,400	\$43,100	\$43,400	\$44,350	\$44,750	\$45,250	\$46,250
2	\$42,600	\$43,300	\$43,600	\$44,550	\$44,950	\$45,450	\$46,450
3	\$42,800	\$43,500	\$43,800	\$44,750	\$45,150	\$45,650	\$46,650
4	\$43,000	\$43,700	\$44,000	\$44,950	\$45,350	\$45,850	\$46,850
5	\$43,200	\$43,900	\$44,200	\$45,150	\$45,550	\$46,050	\$47,050
6	\$43,500	\$44,200	\$44,500	\$45,450	\$45,850	\$46,350	\$47,350
7	\$44,500	\$45,200	\$45,500	\$46,450	\$46,850	\$47,350	\$48,350
8	\$45,600	\$46,300	\$46,600	\$47,550	\$47,950	\$48,450	\$49,450
9	\$47,600	\$48,300	\$48,600	\$49,550	\$49,950	\$50,450	\$51,450
10	\$49,800	\$50,500	\$50,800	\$51,750	\$52,150	\$52,650	\$53,650
11	\$52,300	\$53,000	\$53,300	\$54,250	\$54,650	\$55,150	\$56,150
12	\$55,300	\$56,000	\$56,300	\$57,250	\$57,650	\$58,150	\$59,150
13	\$58,500	\$59,200	\$59,500	\$60,450	\$60,850	\$61,350	\$62,350
14	\$61,800	\$62,500	\$62,800	\$63,750	\$64,150	\$64,650	\$65,650
15	\$66,100	\$66,800	\$67,100	\$68,050	\$68,450	\$68,950	\$69,950
16	\$71,900	\$72,600	\$72,900	\$73,850	\$74,250	\$74,750	\$75,750

TEACHERS SALARIES

SALARY GUIDE 2006-07

STEP	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	DOC
1	\$44,000	\$44,700	\$45,200	\$46,200	\$46,700	\$47,200	\$48,200
2	\$44,200	\$44,900	\$45,400	\$46,400	\$46,900	\$47,400	\$48,400
3	\$44,400	\$45,100	\$45,600	\$46,600	\$47,100	\$47,600	\$48,600
4	\$44,600	\$45,300	\$45,800	\$46,800	\$47,300	\$47,800	\$48,800
5	\$44,800	\$45,500	\$46,000	\$47,000	\$47,500	\$48,000	\$49,000
6	\$45,800	\$46,500	\$47,000	\$48,000	\$48,500	\$49,000	\$50,000
7	\$46,800	\$47,500	\$48,000	\$49,000	\$49,500	\$50,000	\$51,000
8	\$49,200	\$49,900	\$50,400	\$51,400	\$51,900	\$52,400	\$53,400
9	\$52,100	\$52,800	\$53,300	\$54,300	\$54,800	\$55,300	\$56,300
10	\$55,500	\$56,200	\$56,700	\$57,700	\$58,200	\$58,700	\$59,700
11	\$58,500	\$59,200	\$59,700	\$60,700	\$61,200	\$61,700	\$62,700
12	\$61,900	\$62,600	\$63,100	\$64,100	\$64,600	\$65,100	\$66,100
13	\$65,600	\$66,300	\$66,800	\$67,800	\$68,300	\$68,800	\$69,800
14	\$69,400	\$70,100	\$70,600	\$71,600	\$72,100	\$72,600	\$73,600
15	\$74,000	\$74,700	\$75,200	\$76,200	\$76,700	\$77,200	\$78,200

Exhibit 1

**HIGH SCHOOL
ATHLETIC SALARIES**

POSITION	2004-05	2005-06	2006-07
Head Football Coach	\$ 8,022	\$ 8,262	\$ 8,511
First Assistant Football Coach	\$ 4,568	\$ 4,705	\$ 4,846
Assistant Football Coach (4)	\$ 4,382	\$ 4,513	\$ 4,648
Freshman Football Coach	\$ 4,046	\$ 4,168	\$ 4,292
Assistant Freshman Football Coach(2)	\$ 3,412	\$ 3,515	\$ 3,619
Head Basketball Coach - Boys/Girls (2)	\$ 5,998	\$ 6,178	\$ 6,363
J.V. Basketball Coach - Boys/Girls (2)	\$ 4,198	\$ 4,324	\$ 4,454
Freshman Basketball Coach - Boys/Girls (2)	\$ 3,187	\$ 3,282	\$ 3,383
Head Soccer Coach - Boys/Girls (2)	\$ 5,469	\$ 5,633	\$ 5,802
First Assistant Soccer Coach Boys/Girls(2)	\$ 3,000	\$ 3,250	\$ 3,500
J.V. Soccer Coach - Boys/Girls (2)	\$ 3,783	\$ 3,896	\$ 4,014
Freshman Soccer Coach - Boys/Girls (2)	\$ 2,953	\$ 3,042	\$ 3,133
Head Girls Hockey Coach	\$ 5,469	\$ 5,633	\$ 5,802
J.V. Girls Hockey Coach	\$ 3,783	\$ 3,896	\$ 4,014
Head Wrestling Coach	\$ 5,998	\$ 6,178	\$ 6,363
First Assistant Wrestling Coach	\$ 3,000	\$ 3,250	\$ 3,500
J.V.Wrestling Coach	\$ 4,198	\$ 4,324	\$ 4,454
Head Baseball /Softball Coach (2)	\$ 5,469	\$ 5,633	\$ 5,802
First Assistant Baseball/Softball (2)	\$ 3,000	\$ 3,250	\$ 3,500
J.V. Baseball / Softball Coach (2)	\$ 3,740	\$ 3,875	\$ 4,014
Freshman Baseball/Freshman Softball Coach (2)	\$ 2,953	\$ 3,042	\$ 3,133
Head Track Coach-Boys/Girls (2)	\$ 5,469	\$ 5,633	\$ 5,802
Assistant Track Coach - Boys (2)/Girls (2)	\$ 3,740	\$ 3,875	\$ 4,014
Cross Country Coach - Boys/Girls (1)	\$ 4,203	\$ 4,330	\$ 4,459
Indoor Track Coach - Boys/Girls (2)	\$ 4,203	\$ 4,330	\$ 4,459
Tennis Coach - Boys/Girls (2)	\$ 4,203	\$ 4,330	\$ 4,459
Assistant Tennis-Boys/Girls(2)	\$ 3,000	\$ 3,250	\$ 3,500
Golf Coach	\$ 4,203	\$ 4,330	\$ 4,459
Bowling Coach - Boys/Girls	\$ 4,203	\$ 4,330	\$ 4,459
Weight Training Coach (2 seasons)	\$ 3,000	\$ 3,100	\$ 3,200
Head Swimming Coach	\$ 5,109	\$ 5,304	\$ 5,500
Assistant Swimming Coach	\$ 3,483	\$ 3,641	\$ 3,800
Head Cheerleading	\$ 5,795	\$ 5,969	\$ 6,148
Assistant Cheerleading	\$ 3,000	\$ 3,250	\$ 3,500

HIGH SCHOOL
CO-CURRICULAR SALARIES

POSITION	2004-05	2005-06	2006-07
Class Advisors			
Senior (2)	\$ 2,265	\$ 2,333	\$ 2,403
Junior (2)	\$ 2,210	\$ 2,276	\$ 2,344
Sophomore (2)	\$ 1,294	\$ 1,333	\$ 1,373
Freshmen(2)	\$ 1,273	\$ 1,311	\$ 1,350
District Music Coordinator	\$ 3,331	\$ 3,431	\$ 3,534
Musical Director	\$ 5,117	\$ 5,271	\$ 5,429
Musical Vocal Coach	\$ 3,661	\$ 3,771	\$ 3,884
Musical Drama Coach	\$ 3,661	\$ 3,771	\$ 3,884
Musical Set Designer	\$ 2,186	\$ 2,252	\$ 2,320
Musical Conductor	\$ 2,732	\$ 2,814	\$ 2,898
Musical Stage Manager	\$ 3,661	\$ 3,770	\$ 3,884
Musical Business Manager	\$ 1,447	\$ 1,551	\$ 1,653
Musical Choreographer	\$ 3,661	\$ 3,770	\$ 3,884
Musical Accompanist	\$ 3,661	\$ 3,770	\$ 3,884
Musical Costumer	\$ 2,388	\$ 2,459	\$ 2,533
Fall Play Director	\$ 1,710	\$ 1,910	\$ 2,210
Girls Athletic Association	\$ 1,141	\$ 1,175	\$ 1,210
Chess Club	\$ 1,141	\$ 1,175	\$ 1,210
Art Club	\$ 1,141	\$ 1,175	\$ 1,210
Science Club	\$ 1,141	\$ 1,175	\$ 1,210
Honors Vocal Competitions	\$ 2,298	\$ 2,367	\$ 2,438
Honors Musical Competitions	\$ 2,298	\$ 2,367	\$ 2,438
Student Council Advisor	\$ 3,341	\$ 3,441	\$ 3,544
Yearbook Advisor	\$ 4,524	\$ 4,660	\$ 4,800
Assistant Yearbook Advisor	\$ 2,262	\$ 2,330	\$ 2,400
Yearbook Business Advisor	\$ 1,648	\$ 1,697	\$ 1,748
Newspaper Advisor	\$ 3,260	\$ 3,358	\$ 3,458
Public Relations Advisor	\$ 2,367	\$ 2,438	\$ 2,511
A. V. Advisor	\$ 2,401	\$ 2,473	\$ 2,547
Stage Crew Advisor	\$ 2,445	\$ 2,518	\$ 2,594
Culture Club	\$ 1,547	\$ 1,593	\$ 1,641
National Honor Society	\$ 1,297	\$ 1,386	\$ 1,477
Future Teachers Association	\$ 1,141	\$ 1,175	\$ 1,210
Future Business Leaders	\$ 1,141	\$ 1,175	\$ 1,210
Marching Band Director	\$ 7,196	\$ 7,411	\$ 7,634
First Assistant Marching Band	\$ 3,967	\$ 4,086	\$ 4,209
Second Assistant Marching Band	\$ 3,560	\$ 3,667	\$ 3,777
Band Front/Color Guard Advisor	\$ 3,967	\$ 4,086	\$ 4,209
Mock Trial Program	\$ 1,141	\$ 1,175	\$ 1,210
S.A.D.D.	\$ 1,141	\$ 1,175	\$ 1,210
Rotary/Interact	\$ 1,141	\$ 1,175	\$ 1,210
Medical Careers Club	\$ 1,141	\$ 1,175	\$ 1,210
ERASE Club	\$ 1,141	\$ 1,175	\$ 1,210
Peer Mediation	\$ 1,141	\$ 1,175	\$ 1,210
Rutgers Bowl	\$ 1,141	\$ 1,175	\$ 1,210
Project Graduation Coordinator	\$ 1,141	\$ 1,175	\$ 1,210
Lincoln-Douglas debate	\$ 929	\$ 957	\$ 986

**MIDDLE SCHOOL
CO-CURRICULAR SALARIES**

POSITION	2004-05	2005-06	2006-07
Student Council Advisor	\$ 2,692	\$ 2,773	\$ 2,856
Newspaper Advisor	\$ 1,926	\$ 1,984	\$ 2,044
A.V. Advisor	\$ 2,401	\$ 2,473	\$ 2,547
Honors Instrumental Competition	\$ 2,298	\$ 2,367	\$ 2,438
Stage Band	\$ 2,624	\$ 2,703	\$ 2,784
Director of Student Activities	\$ 3,462	\$ 3,566	\$ 3,673
National Junior Honor Society	\$ 1,297	\$ 1,386	\$ 1,477
Yearbook Adviser	\$ 2,791	\$ 2,875	\$ 2,961
Peer Group Mediation	\$ 1,141	\$ 1,175	\$ 1,210
Accelerated Reading Program (2)	\$ 1,516	\$ 1,925	\$ 2,336
Art Club Advisor	\$ 1,141	\$ 1,175	\$ 1,210
Science Club Advisor	\$ 1,141	\$ 1,175	\$ 1,210
Computer Club Advisor	\$ 1,141	\$ 1,175	\$ 1,210

**MIDDLE SCHOOL
INTRAMURALS/ ATHLETIC SALARIES**

POSITION	2004-05	2005-06	2006-07
Intramural Athletics (Hockey,Volleyball/Softball-Fall -Boys/Girls)	\$ 1,752	\$ 1,805	\$ 1,859
Intramural Athletics (Basketball-Winter - Boys/Girls) (4)	\$ 1,752	\$ 1,805	\$ 1,859
Intramural Athletics (Soccer - Spring - Boys/Girls) (4)	\$ 1,752	\$ 1,805	\$ 1,859
Middle School Athletic Coordinator	\$ 3,462	\$ 3,566	\$ 3,673
Middle School Wrestling Coach	\$ 2,919	\$ 3,007	\$ 3,097
Middle School Hockey Coach	\$ 2,919	\$ 3,007	\$ 3,097
Middle School Basketball Coaches(2)	\$ 2,919	\$ 3,007	\$ 3,097
Middle School Soccer Coaches(2)	\$ 2,919	\$ 3,007	\$ 3,097

**ELEMENTARY SALARIES
CO-CURRICULAR SALARIES**

POSITION	2004-05	2005-06	2006-07
Elementary Peer Mediation (3)	\$ 1,141	\$ 1,175	\$ 1,210

DEPTFORD TOWNSHIP BOARD OF EDUCATION

CLERICAL SALARIES

	Salary 04-05	Salary 05-06	Salary 06-07
<u>Principals / Directors</u>	\$32,653 - \$42,844	\$34,361 - \$44,704	\$36,174 - \$46,694
<u>Vice Principals/ Board Office Supervisors</u>	\$32,162 - \$45,084	\$31,810 - \$46,978	\$33,580 - \$49,006
<u>Guidance/ Library/Business Office/ Special Services/</u>	\$31,544 - \$35,434	\$33,235 - \$37,183	\$35,029 - \$39,045
<u>10 Month -Secretaries</u>	\$24,738 - \$27,791	\$26,125 - \$29,222	\$27,693 - \$30,844

INSTRUCTIONAL AIDES SALARIES

2004-2005	\$121.00
2005-2006	\$127.00
2006-2007	\$133.00

BUS DRIVERS SALARY RATES

TIER	04/05	05/06	06/07
I (1-6 yrs)	\$14.35	\$14.95	\$15.53
II (7-9 yrs)	\$16.60	\$17.20	\$17.77
III (10 yrs & up)	\$19.92	\$20.52	\$21.09

Tier placement for Bus Drivers is determined by the number of years credited at the beginning of the contract year.

BUS AIDES AND SERVICES AIDES (182 days)

04/05	05/06	06/07
\$13.86	\$14.55	\$15.27

Spec. Ed. Runs

2 Way \$200

1 Way \$100

SIDE BAR LETTER

March 7, 2001

Both parties agree that during the life of this contract the following will apply:

Teacher Schedule – Secondary

The typical schedule for a secondary teacher shall be as follows:

- (1) Six (6) teaching periods
- (2) One (1) duty period
- (3) One (1) prep period
- (4) One (1) lunch period

Duty periods shall be assigned on a rotating basis based upon teacher availability which does not interfere with the continuity of the education program and which maintains the health and safety of students. These duty periods will be assigned in a fair and equitable manner.

In the event that cafeteria duty or student detention room is assigned on a yearly basis, consideration will be given to not assigning said teacher to this duty the following year.

This agreement shall become effective as of July 1, 2001 and shall continue in effect until June 30, 2004.

DEPTFORD TOWNSHIP BOARD PRESIDENT

Susan M. Fowler

DEPTFORD EDUCATION ASSOCIATION PRESIDENT

Patricia M. Mahan

ATTEST:

Kenneth L. Klein
BOARD OF EDUCATION SECRETARY

James E. Jensen
DEPTFORD EDUCATION ASSOCIATION SECRETARY